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Report of the Commission for Social Development acting as the preparatory committee for the Second World Assembly on Ageing on the work of its second session

Addendum

Note by the Secretariat

Agreed amendments to the text of the draft international plan of action on ageing, 2002*

1. Replace the text of new paragraph 12 (a) with the following:

   New 12. (a) The full realization of all human rights and fundamental freedoms of all older persons. ***(Agreed)***

2. Replace the text of paragraph 14 with the following:

   14. The promotion and protection of all human rights and fundamental freedoms, including the right to development, is essential for the creation of an inclusive society for all ages in which older persons participate fully and without discrimination and on the basis of equality. Combating discrimination based on age and promoting the dignity of older persons is fundamental to ensuring the respect that older persons deserve. Promotion and protection of all human rights and fundamental freedoms is important in order to achieve a society for all ages. In this, the reciprocal relationship between and among generations must be nurtured, emphasized and encouraged through a comprehensive and effective dialogue. ***(Agreed)***

3. Replace the text of paragraph 29 with the following:

   29. Factors affecting older women in the labour market deserve special attention, particularly those factors which affect women's engagement in paid work, (like, inter alia, lower salaries, lack of career development due to interrupted work histories, family care obligations), their ability to build pensions and other resources for their retirement. A lack of family-friendly policy regarding the organization of work can increase these difficulties. Poverty and low income during women's earning years often can lead to poverty in old age. An integral goal of the International Plan of Action is to achieve age diversity and gender balance in the workplace. ***(Agreed)***

* Text contained in A/CONF.197/3/Add.2.

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4. Replace the text of paragraph 30 bis with the following:

30. bis. Where potential labour shortages exist, this could necessitate major changes in existing incentive structures to encourage more workers to willingly defer full retirement and continue to be employed, whether as part-time or as full-time employees. Human resources management practices and policies should take into account and address some of the specific needs of older employees. Appropriate adjustments may be needed to the workplace environment and working conditions to ensure that older workers have skills, health and capacity to remain employed into their later years. This suggests that employers, workers organizations and human resource personnel should pay closer attention to emerging workplace practices, both domestic and international, that might facilitate the retention and productive fulfilment of older workers in the workforce. ***(Agreed)***

5. Replace the texts of paragraphs 31 (g) and (i) with the following European Union (EU)/United States of America (USA) proposal:

Promote, as appropriate, a new approach to retirement that takes account of the needs of the employees as well as the employers, in particular by applying the principle of flexible retirement policies and practices, while maintaining acquired pension rights. Possible measures to achieve this goal may include reducing the incentives and pressures for early retirement and removing disincentives to working beyond retirement age. ***(Agreed)***

6. Insert a new paragraph after paragraph 31 (g), to read:

(i) (former (i) subsumed under (g))

Remove disincentives to working beyond retirement age, for example through, inter alia, protecting acquired pension rights, disability benefit rights and health benefits from being affected by delayed retirement age. ***(Agreed)***

7. Replace the text of paragraph 35 "new (g)" with the following:

35. (new g) Encourage appropriate social protection/social security measures for older persons in rural and remote areas. ***(Agreed)***

8. Replace the text of paragraph 40 with the following:

40. Older persons facing technological change without education or training can experience alienation. Increased access to education at a younger age will benefit persons as they grow older, including in coping with technological change. Despite this however, illiteracy continues to remain high in many areas of the world. Technology can be used to bring persons together and thereby contribute to the reduction of marginalization, loneliness and segregation between the ages. Therefore, measures that enable older persons to have access to, take part in and adjust to technological changes should be taken. ***(Agreed)***

9. Replace the text of paragraph 42 (e) with the following:

42. (e) Encourage the utilization of the social, cultural and educational knowledge and potential of older persons. ***(Agreed)***